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COMMITTEE FOR PROGRAMME AND COORDINATION
Thirty-fourth session (Part II)
29 August-16 September 1994
Agenda item 8

ADOPTION OF THE REPORT OF THE COMMITTEE ON THE SECOND PART OF ITS THIRTY-FOURTH SESSION

Draft report

Rapporteur: Mr. Tae Hyun YOO (Republic of Korea)

Addendum

PROGRAMME QUESTIONS

D. Review and development of procedures and norms, including workload analyses, to justify the creation, suppression, reclassification, conversion and redeployment of posts

1. At its 24th meeting, on 9 September, the Committee considered the report of the Secretary-General on procedures and norms for the creation, suppression, reclassification, conversion and redeployment of posts (A/49/339).

Discussion

2. A number of delegations welcomed the report and considered that the proposals for increased flexibility for the Secretary-General in reclassification of posts at the P-2/1 to P-5 levels were reasonable. At the same time, it was felt that the current grading structure might be too high and should not necessarily be accepted as an appropriate base. Some delegations felt that the proportion of posts at the P-5 level should be limited to 20 per cent of those at the P-2/1 to P-5 levels, subject to review in the future.

3. Concern was also expressed at possible financial implications and a number of delegations felt that the criteria for the creation, suppression and

redeployment of posts outlined in the paper should be more specific. Some delegations also expressed concern at the possibility that exercise of flexibility in that context might result in transfers of resources between sections of the programme budget contrary to the Financial Regulations and Rules of the Organization.

4. Some delegations also expressed the view that, in the matter of the creation of posts, programme managers/heads of departments or offices should certify in writing the reasons for the new post or posts and why the need could not be met from within the posts currently available within that Department or Office.

Conclusions and recommendations

5. The Committee recommended that the General Assembly take note of the Secretary-General's report and recommended that it should be further considered by the relevant Main Committee of the General Assembly at the first part of the forty-ninth session.